

### **KEEP YOUR INCENTIVE PROGRAMS COMPETITIVE**

with the energy market by participating in Longnecker & Associates' 2017 Energy Incentive Compensation Survey.

# Who is eligible to participate?

Organizations whose direct or indirect operations are primarily involved with the Oil & Gas industry.

## What data will be provided?

#### POLICY DATA

Compensation-related pay practices, policies and decisions:

- Annual incentive measures and metrics
- Long-term incentive eligibility, vehicles and distributions/dividends
- New-hire bonuses and grants
- Retention bonuses and grants

#### **POSITION DATA**

Employee type-based compensation data broken out by size and geography:

- Annual Incentives (Target and Actual)
- Total Cash (Target and Actual)
- Long-term Incentives (Target and Actual)
- Total Direct Compensation (Target and Actual)

All Organizations n=20				. ć. p.										ColonyBr						Т	arget Ann	ual Incentive	e (% of Base Sala	iry)	
All Organizations n=20	Revenue: Less than \$3	B n=10 Rev	enue	e: \$3B o	r More	n=10								Salary Ra (\$000	) Inge	# of Org	IS .	10th		25th	5	oth	75th	90th	Avg
Category Prevalence	Category Prevalence	Cat	anon	/ Preval	onco								600	or More		9		-		100.0	1	00.0	125.0	-	113.6
category rievatence	category rievatence		egory	rieva	ence								500	to 599		7		-		65.0	9	91.0	100.0	-	90.9
CEO Other NEOs	CEO Other																						107.5	-	87.0
$\cap$	$\sim$										ANN						LONG-	75014					97.5	-	77.5
(70%) (70%)	(90%) (9	SCOPE TYPE/	# 0F		SCOPE SIZ	E		BASE S	ALARY			NTIVE	TOTAI	CASH CO	OMPENSA	TION	INCE		TOTAL	DIRECT C	OMPENS	ATION	100.0	104.5	75.5
		RANGE	ORGS	25th	50th	75th	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg	% Elig	% Rec	25th	50th	75th	Avg	100.0 71.3	100.0	65.6 57.5
$\bigcirc$ $\bigcirc$		Revenue (\$Mil	I)																				71.3	92.5	61.3
Category Weight	Category Weight	All Orgs	20	270.3	2,219.0	4,488.0	362.8	587.5	768.8	587.8	95.0	75.0	574.3	1,055.0	1,560.0	1,236.5	75.0	70.0	912.8	2,947.0	5,927.1	3,651.7	70.0	92.5	57.9
		Narrow Cuts																					67.5	_	54.1
		Less than 500	8	28.5	173.5	346.0	350.0	457.5	599.0	491.1	87.5	75.0	469.6	715.0	1,082.5	736.2	62.5	50.0	690.0	1,348.8	2,990.5	1,762.4	57.5	-	48.7
Less than 20% 🔷 0%	Less than 20% 🔷 0%	1,000 - 5,000	8	2,203.5	2,896.5	4,321.8	555.0	657.5	791.3	646.1	100.0	87.5	990.3	1,345.0	2,230.0	1,561.7	87.5	87.5	2,260.6	3,549.4	6,797.7	4,128.4	69.4	75.0	54.7
20% - 39% 21%	20% - 39%	2,000 - 4,000	6	2,162.0	2,295.0	3,572.5	585.0	665.0	835.0	691.7	100.0	83.3	1,132.5	1,485.0	2,560.0	1,710.0	100.0	100.0	2,353.5	3,549.4	7,410.2	4,465.6	60.0	193.8	69.7
40% - 59% 21%	Here and the second sec	2,500 - 10,000	5	3,692.0	4,452.0	4,867.0	506.9	660.0	981.5	727.4	100.0	100.0	1,096.9	1,350.0	2,726.0	1,799.2	80.0	80.0	2,079.4	5,350.0	9,135.7	5,556.0	63.3	85.0	49.7
60% - 80% 37%	60% - 80%	Broad Cuts																					65.0	75.0	49.2
More than 80% (21%	More than 80% 11%	Less than 1,000	8	28.5	173.5	346.0	350.0	457.5	599.0	491.1	87.5	75.0	469.6	715.0	1,082.5	736.2	62.5	50.0	690.0	1,348.8	2,990.5	1,762.4	50.0	180.3	57.2
		Less than 5,000	16	125.3	1,284.5	3,174.8	369.1	587.5	671.3	568.6	93.8	81.3	616.2	1,055.0	1,347.5	1,148.9	75.0	68.8	912.8	2,630.0	3,915.0	2,945.4	50.0	70.0	40.7
		1,000 - 10,000	9	2,219.0	3,453.0	4,476.0	570.0	660.0	840.0	700.2	100.0	88.9	1,096.9	1,350.0	2,690.0	1,724.0	88.9	88.9	2,307.1	3,823.8	7,540.2	4,890.9	45.0	77.5	40.3
20% - 39% 21%		Full-Time Equi	Full-Time Equivalent Employees											40.0	62.6	36.6									
40% - 59% (14%	Z 40% - 59% (11%	Narrow Cuts																					40.0	74.3	35.7
20% - 39% 21% 40% - 59% 14% 60% - 80% 7%	0% - 80%	Less than 500	7	20.0	70.0	320.0	350.0	400.0	575.0	418.4	85.7	85.7	437.5	665.0	1,110.0	698.5	57.1	57.1	665.0	1,697.5	3,034.0	1,871.3	38.8	53.1	31.8
	6 More than 80% (11%	500 - 1,500	6	828.5	1,246.5	1,318.5	494.7	627.5	745.0	635.6	100.0	66.7	812.8	1,155.0	1,342.5	1,080.6	83.3	66.7	970.9	2,307.1	3,793.8	2,520.5	30.0	35.6	26.4
More chair 80%		1,500 - 5,000	5	1,742.0	1,844.0	3,306.0	362.5	675.0	840.0	616.0	100.0	60.0	362.5	1,630.0	2,690.0	1,547.0	80.0	80.0	2,086.9	7,280.3	8,124.0	5,540.4	30.0	43.8	27.1
		Broad Cuts																					25.0	32.4	21.5
Metric Prevalence	Metric Prevalence	Less than 1,000	9	45.0	250.0	550.0	350.0	400.0	591.0	476.4	88.9	77.8	501.6	765.0	1,055.0	752.6	55.6	44.4	715.0	1,000.0	2,947.0	1,664.7	24.4	32.4	19.9
	metric rievaterice	1,000 - 2,000	7	1,254.0	1,464.0	1,830.0	600.0	660.0	830.0	687.1	100.0	85.7	1,310.0	1,350.0	2,430.0	1,658.6	100.0	100.0	2,400.0	3,823.8	7,280.3	4,591.9	24.4	25.0	17.5
Cost-based 15%	Cost-based 21%	Assets (\$Mill)																					19.6	24.0	16.1
		Narrow Cuts																					18.2	23.4	14.2
wth-based 19%	Growth-based 29%	Less than 500	7	57.0	274.0	407.0	350.0	400.0	655.0	437.4	85.7	85.7	437.5	665.0	1,310.0	746.5	57.1	57.1	665.0	1,697.5	3,945.4	2,261.4	16.0	20.0	12.5
ofit-based	Profit-based 43%	2,000 - 7,000	6	3,745.0	5,304.5	6,172.6	492.5	587.5	706.3	590.0	100.0	66.7	537.5	1,225.0	1,872.5	1,271.7	83.3	83.3	1,748.1	2,630.0	4,397.7	2,961.2	13.1	15.2	9.9
surn-based 15%	Return-based 43%	Deter	n hansi	i 🚺 17'	M								001	10 09		22		4,4		5.0		9.4	11.4	15.0	8.9
Other 23%	Other 36%	Retur		r 🕜 8%	70								50 1	to 59		20		4.2		5.4		8.0	10.6	15.0	9.0
Ourier 23%	other 36%		other	8%			- 8						Les	s than 50		16		3.7		5.1		8.0	10.0	12.7	8.0

### How much will it cost?

### What dates will I need to be aware of?

IMPORTANT: Results will only be available to participating organizations.

Report Type	Policy Data	<b>Position Data</b>	Price		
Standard Report	✓	Limited*	FREE		
Detailed Report	✓	✓	\$500		

\*Data will not be broken out by size, career level, or geography

OPEN DATE: August 1, 2017 CLOSE DATE: August 31, 2017 RESULTS AVAILABLE: November 2017

## Who has participated in this survey?

- Abraxas Petroleum
- Approach Resources
- Atwood Oceanics
- Bristow Group
- Cameron International
- Carrizo Oil & Gas
- Cimarex Energy
- Crestwood Midstream Partners
- Eagle Energy Trust

- Energy XXI
- EnerVest
- EXCO Resources
- Freeport-McMoRan
- Gastar Exploration
- Halcon Resources
- Helmerich & Payne
- HKN Energy
- Magellan Midstream Partners
- Midstates Petroleum
- NuStar Energy
- Panhandle Oil & Gas
- Paragon Offshore
- Pioneer Natural Resources
- Range Resources
- Resolute Energy
- / Talos Energy
- The Williams Companies
- Whiting Petroleum



# **HOW DO I PARTICIPATE?**

To sign up or request more information about the survey, please contact Josh Whittaker 281.378.1368 or email us at surveys@longnecker.com